

MAJOR CHANGES IN OPNAVINST 5354.1E THE NAVY'S EQUAL OPPORTUNITY (EO) MANUAL

- Commanders, Commanding Officers, and Officers-in-Charge, are responsible for the EO climate in their command and are required to assess their organizational EO climate, preferably upon assumption of command. An EO assessment should be conducted periodically during the Commander's tenure.
- A designated Command Managed Equal Opportunity (CMEO) manager is required and serves as an important asset for the commander. Formal CNET training is required.
- Commands are no longer limited to use of any specific assessment tool.
- A Command Training Team (CTT) and Command Assessment Team (CAT) are optional tools available to the Commander. Formal training is still available for these teams through CNET.
- Navy Rights and Responsibility (NR&R) workshops are optional and are conducted at the discretion of the commanders.
- Sexual harassment grievance procedures and Fraternization training are annual requirements and have been incorporated into General Military Training (GMT). Sexual harassment training must also be provided to DON civilians annually.
- Commands must ensure "Navy Grievance Procedures" posters are displayed prominently throughout the command.
- Commands must submit SITREPS to report all formal EO/SH complaints.
- SITREP requirements include, but are not limited to, complaints made via: NAVPERS 5354/2, Navy EO/SH complaint form; NAVPERS 1636/7, Report and Disposition of Offenses; NAVREGS Art. 1150, Redress of Wrongs Committed by a Superior; UCMJ Art.138, Redress of Wrongs against the Commanding Officer; Congressional Inquiry and any Inspector General Inquiry.
- The Navy EO/SH formal complaint form, NAVPERS 5354/2 (3/00), has been changed to a simple, step-by-step instruction process following the guidelines and timelines for the grievance procedure.

***Fair And Equitable Treatment For All Hands,
By All Hands, At All Times***